



**wessex
fleet**

Carbon Reduction Plan

Reporting Year - 2025

Version 1.0

January 2026

| Version Number | Date of review | Reviewed by | Approved by | Date of approval |
|----------------|----------------|------------------|--|------------------|
| V1.0 | January 2023 | Simon Leadbetter | Tim McNally Simon Naylor Spencer Blake | January 2023 |
| V1.1 | January 2024 | Simon Leadbetter | Tim McNally Simon Naylor Spencer Blake | January 2024 |
| V1.2 | January 2026 | Simon Leadbetter | Tim McNally Simon Naylor Spencer Blake | January 2026 |
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| Next Review Date | January 2027 |
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Change Log

| Version Number | Date of review | Reviewed by | Brief description of change |
|----------------|----------------|------------------|-----------------------------|
| V1.0 | January 2023 | Simon Leadbetter | Year 1 baseline |
| V1.1 | January 2024 | Simon Leadbetter | 2023 reporting |
| V1.2 | January 2026 | Simon Leadbetter | 2025 reporting |
| | | | |

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Carbon Reduction Plan

1. Commitment to achieving Net Zero

Wessex Fleet Solutions is committed to achieving Net Zero emissions by 2030.

2. Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

| Baseline Year: 2022 | | | | | | | | | | | | | |
|---|---|----------------|---------------|--|---|----------------------------------|-----|--------------------|-----|-------------------------|------|--|---|
| <i>Scope 1 and Scope 3 tCo2e has been calculated using the average emissions for Company vehicles (Scope 1) and Business travel (Scope 3.c), and Employees vehicles (Scope 3.d). Mileage has been calculated as actual mileage for Company Vehicles, actual mileage for Business travel and averaged mileage for Employee commuting.</i> | | | | | | | | | | | | | |
| This is the first-year (2022) reporting for Wessex Fleet Solutions Limited and as such this establishes our baseline for future reporting. | | | | | | | | | | | | | |
| Baseline year emissions: | | | | | | | | | | | | | |
| EMISSIONS | TOTAL (tCO ₂ e) | | | | | | | | | | | | |
| Scope 1 | 5.4 | | | | | | | | | | | | |
| Scope 2 | 7.3 | | | | | | | | | | | | |
| Scope 3 (Included Sources) | 46.4 (tCo2e) Our Scope 3 emissions are broken down as follows | | | | | | | | | | | | |
| | <table border="1"> <thead> <tr> <th>Scope 3 Subset</th> <th>Total (tCo2e)</th> </tr> </thead> <tbody> <tr> <td>a. Upstream Transportation & Distribution*</td> <td>0 (the business does not have upstream distribution channels)</td> </tr> <tr> <td>b. Waste generated in operations</td> <td>0.2</td> </tr> <tr> <td>c. Business Travel</td> <td>2.6</td> </tr> <tr> <td>d. Employee Commuting**</td> <td>43.6</td> </tr> <tr> <td>e. Downstream Transportation & Distribution*</td> <td>0 (the business does not have downstream distribution channels)</td> </tr> </tbody> </table> | Scope 3 Subset | Total (tCo2e) | a. Upstream Transportation & Distribution* | 0 (the business does not have upstream distribution channels) | b. Waste generated in operations | 0.2 | c. Business Travel | 2.6 | d. Employee Commuting** | 43.6 | e. Downstream Transportation & Distribution* | 0 (the business does not have downstream distribution channels) |
| Scope 3 Subset | Total (tCo2e) | | | | | | | | | | | | |
| a. Upstream Transportation & Distribution* | 0 (the business does not have upstream distribution channels) | | | | | | | | | | | | |
| b. Waste generated in operations | 0.2 | | | | | | | | | | | | |
| c. Business Travel | 2.6 | | | | | | | | | | | | |
| d. Employee Commuting** | 43.6 | | | | | | | | | | | | |
| e. Downstream Transportation & Distribution* | 0 (the business does not have downstream distribution channels) | | | | | | | | | | | | |

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|-----------------|--|
| | <p>*Due to the nature of our business, we have no Upstream or Downstream Transport & Distribution emissions.</p> <p>**We have included home working within the emissions report for Employee Commuting, as per Scope3 Standard of the GHG (Green House Gases) Protocol</p> |
| Total Emissions | 59.1 |

3. Current Emissions Reporting

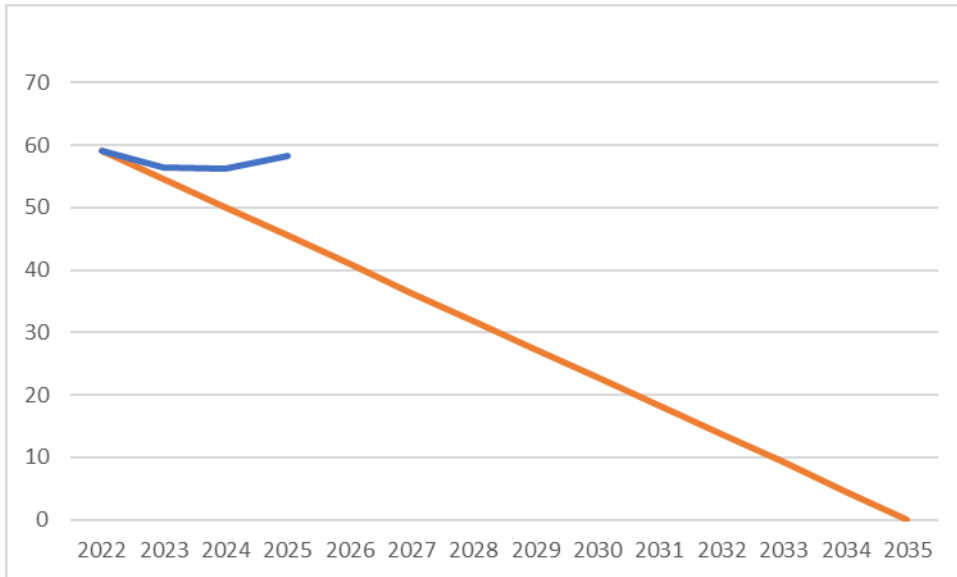
| Reporting Year: 2025 Estimated | |
|--------------------------------|----------------------------|
| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 4.9 |
| Scope 2 | 5.14 |
| Scope 3 (Included Sources) | 48.2 (tCo2e) |
| Total Emissions | 58.24 |

4. Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following reduction targets:

- An average reduction in emissions of 12.5% annually by 2030
- Achieve Net Zero emissions by 2030

We project that carbon emissions will decrease over the next 9 years to zero tCO₂e by 2035. This is a reduction of 100%



5. 2025 Commentary

We have shown an increase in Carbon emissions against the previous reporting, which was for 2023. There was no reporting for 2024 due an oversight during a change over of responsibilities for the project.

The increase in the footprint is largely due to an overall increase in the size of the business. The company has moved premises, to more modern accommodation, but an overall larger space. The headcount has also increased from approximately 40 in 2023 to around 80 at the end of 2025. With this larger headcount come an increase in the carbon produced by commuting to and from the office.

Whilst the carbon levels for the business have increased due to expansion, it is calculated that the average output per head of employee has reduced in line with the company's aims.

We continue to encourage home working, which also contributes to the overall footprint, but reduces it against the value had all staff commuted to work every day. More company vehicles are either electric or hybrid, and staff are encouraged to use park and ride, public transport or walk to work.

We also continue to encourage recycling in the business premises, and to make the office as paperless as possible, limiting the amount of printing required.

6. Carbon Reduction Projects

5.1 Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline.

- Change of Energy Supplier to a low or zero emissions provider
- Clear recycling bins, and make it clear what to recycle
- Implement a committee of employees to discuss carbon reduction. Quarterly meetings
- Offering and encouraging the use of electric cars through company car schemes
- Implementing a "Ride to work scheme" with safe bike storage

5.2 Plans for Future Carbon Reduction

In the future we hope to implement further measures such as:

- **Employee awareness:** Given the majority of our emissions are Scope 3, we are developing a communications and employee engagement strategy to ensure our workforce are well equipped to make informed decisions with regards to their day-to-day activities which could impact our emissions. This includes updates to job adverts and the new starter induction, and changes to policies, such as our procurement policy, to ensure environmental impact is considered in vendor selection.
- **Business Travel:** Work to promote train and public transport within the business where operationally practical
- **Company Vehicles:** Encourage all new company car provisions to be low carbon – plug in or PHEV
- **Energy:** Review energy providers, to work to ensure low carbon provision. Use renewable source only electricity providers. Consider office and building technology such as in
- **Commuting to Work:** Incentivising and Implementing a bike scheme to encourage cycling to work. Car share for those outside the cycling / walking distance. Implementation of a Salary Sacrifice scheme for employees for electric vehicles. Car charging points at the new office
- **Waste Generated in Operations:** Zero waste – Paperless by 2025. Nothing to go in the bins. Recycle everything, encourage to stop buying the unrecyclable like sandwich wrappers.
- **Encourage use of Alternative Energies:** Implement a salary sacrifice scheme for Wessex employees for EVs.
- **Energy Efficiency Measures:** Consider insulating/heat reflecting devices as we have a huge number of windows.

7. Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the board on 27/01/2026

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>